

Minutes of February 4, 1998 meeting

2:30 p.m., Union Room 405 A/B



Present:

Julie Andrews, Charlene Baker, Michael Booke, Woodson Boyden, Brenda Brannan, Onice Carter, Mary Chrestman, Thelma Curry, Gene Hartley, Willie Hilliard, Virginia Kesler, Floyd Klepzig, Jonnie Manning, Joe Maples, Traci Mitchell, Conny Parham, Donna Patton, Lucienne Savell, Calvin Sellers, Steve Stricker, Doug Stuart, Michael Vanderlip

Excused:

Cyndi Baskett, Buster Clark, Sondra Davis, Martha Deal, Mary Harrington, Norman Sneed

Unexcused:

David Blackmarr, Debbie Chinault, David Elmore, Ellawee Ivy, Whitman Smith, Lesley Werner

Jonnie Manning called the meeting to order at 2:30 p.m. and called for committee reports as follows:

- **Concerns.** Onice Carter stated that there had been no new concerns since the last meeting.
- **Membership.** Conny Parham reported that ballots would be mailed next week. There are 3 vacancies in category 7 but only 2 persons in that category have submitted their names for the ballot. If any staff members in category 7 are interested in serving on Staff Council, please contact Conny Parham immediately.
- **Outstanding Staff Member.** Buster Clark was absent and Jonnie reported for him that nomination forms had been distributed. Any staff member who wishes to nominate someone for the Outstanding Staff Member award should complete and sign the nomination form and return to Buster by February 18.
- **Staff Appreciation Week.**
 - Traci Mitchell reported that all committees have chairs except the Awards Day Committee and the Prize Committee. Any staff member willing to serve as chair of either of these committees should contact Traci immediately.
 - **IT IS IMPORTANT TO NOTE THAT IF A CHAIRPERSON CANNOT BE FOUND FOR THE PRIZE COMMITTEE, THERE WILL BE NO PRIZES FOR THIS YEAR'S EVENT.**
 - Jonnie stated that she had been contacted by Fun Services who wants to bid on providing catering (barbeque) and carnival-type activities for the picnic. Jonnie will pursue this further but is convinced that the cost will prohibit us from using this company.
 - Onice Carter asked for discussion on how Council members would feel if there were less or no workshops offered as a part of Staff Appreciation Week since many of the workshops offered in past years are now being offered by Human Resources as part of the Staff Development initiative. The idea would be to put more emphasis on Friday. The tournaments would continue throughout the week as in past years. None of the Council members indicated that they would object. Onice said that no decisions had been made; this was just a topic for discussion. If any staff have event ideas, please e-mail Onice at dpofc@olemiss.edu or call her at 7447.
- **Frist Service Award.** The Chancellor asked Jonnie to appoint a staff member to serve on the Frist Service Awards Committee. Kathy Tidwell from Student Housing has agreed to serve on that committee.
- **Compensation Committee.** Mary Chrestman and Gene Hartley shared some of the findings from the analyses conducted by the Compensation Committee to determine the most appropriate methods to further eliminate compensation inequities across classes in the University's Variable Compensation Plan (VCP). The Compensation Committee has worked for several months with Gene Hartley and his associates to develop and implement a methodology to address these issues for the following three groups of employees:
 1. New hires after 1996 who have no target salaries

2. Employees hired prior to January 1, 1996 who have changed jobs and do not have appropriate target salaries
 3. Employees who comprise "Small Job Classes" and may not have appropriate target salaries
- Proposed recommendations (which were approved by the Staff Council) based on the findings of the Compensation Committee will be included in a report that will be forwarded to the Personnel Committee in February.

Jonnie reported that anyone who needs clarification about time off during the recent snow day should contact the Chancellor's Office.

Jonnie receives updates from Andy Mullins regarding current legislative bills, some of which directly relate to higher education and state employees. Anyone who is interested in a copy of the reports should contact Jonnie.

Pete Boone announced at Administrative Council that the University has been approached by ESPN to televise the Ole Miss/Mississippi State football game for the next two years on Thanksgiving night. Staff who would be affected by this decision and who have objections or questions should contact the Chancellor's Office.

Charlene Baker announced that the Ole Miss Association of Educational Office Professionals (OMAEOP) is sponsoring a workshop on Thursday, February 19 by Liz Sexon, President of the National Association of Educational Office Professions (NAEOP). The workshop, entitled "*Orchestrating Your Future: Keys to Career Success*" will be offered from 8:30-11:30 a.m. or from 1:30-4:30 p.m. in the Yerby Auditorium. Anyone interested in attending should contact Lucienne Savell at 5939 or at lsavell@olemiss.edu.

Mike Stewart had reported to Jonnie that the Staff Development committee will be meeting soon to discuss the Mentoring Program discussed at last month's meeting.

There being no further business, the meeting was adjourned. **The next meeting will be Wednesday, March 4, 1998, at 2:30 p.m. in Union 405 A&B.**

/s/Donna Patton, Secretary
/s/Onice Carter, President-Elect
/s/Jonnie Manning, President